

# **HORTICULTURE**

## **Diversity, Equity and Inclusion Plan**

**Dale Bumpers College of Agricultural, Food and Life Sciences  
University of Arkansas at Fayetteville & Division of Agriculture**

**Created Fall 2019**

*Revised March 2021*

## INTRODUCTION

The Horticulture Department formed a Diversity, Equity, and Inclusion (DEI) Committee in Fall 2019 in response to the University of Arkansas "[Strategic Plan For A Diverse And Inclusive UofA](#)". The charge this DEI committee is to develop a unit level plan to assess the current state of diversity, equity, and inclusion in the Horticulture unit, and address any areas of concern accordingly. This unit DEI committee will work in concert with college and campus level DEI committees to ensure the unit remains current and in compliance with DEI policies and to ensure that the unit provides an environment where diversity, equity, and inclusion is valued by its students, staff, and faculty.

The University of Arkansas recently amended its mission statement to reflect an emphasis on the campus community, particularly as related to DEI. Similarly, the Bumpers College is working towards an amended mission statement. An initial action item of the Horticulture DEI committee was to edit the unit mission statement to better align with the updated campus and college statements. Those mission statements are listed below.

The Horticulture DEI Plan also summarizes current demographic data for students, staff, and faculty, indicates the current efforts being implemented to address the DEI component of our mission.

## UNIVERSITY OF ARKANSAS MISSION STATEMENT

The University of Arkansas is determined to build a better world by providing transformational opportunities and skills, promoting an inclusive and diverse culture, nurturing creativity, and solving problems through research and discovery, all in service to Arkansas. Since 1871, our fundamental purpose as a land-grant institution and state flagship remains unchanged — to serve the state of Arkansas as a partner, resource and catalyst by:

- Providing access to a comprehensive and internationally competitive public education, and fostering student success across a wide spectrum of disciplines.
- Utilizing research, discovery and creative activity to improve the quality of life, develop solutions to the challenges we face and drive the state's economy.
- Contributing service and expertise through outreach, engagement and collaboration.

Our mission provides a broad outline of the work required to achieve our vision – that the University of Arkansas represents the best of public higher education, advancing Arkansas while building a better world.

A campus-wide, collaborative effort led by Chancellor Joe Steinmetz resulted in eight Guiding Priorities and measurable goals that provide direction for the university's Strategic Plan. This roadmap for our future is articulated through unifying themes that describe who we are, what we do and why it matters.

*Office for Diversity, Equity and Inclusion Eight Priorities*

1. Personalized learning opportunities for faculty, staff and students
2. Opportunities for enhanced engagement with people of diverse backgrounds
3. Efforts to ensure inclusion and diversity as a universal value of campus through active measures
4. A budget that reflects a commitment to inclusion and diversity
5. Access to a network of resources to support an inclusive climate
6. Opportunities to enhance intercultural competency and diversity
7. Efforts to ensure our campus reflects a commitment to inclusion and diversity
8. Commitment to establish and maintain professional practices and conduct reflective of an inclusive University of Arkansas community

## DALE BUMPERS COLLEGE OF AGRICULTURAL, FOOD AND LIFE SCIENCES MISSION STATEMENT

### Current Mission Statement

The mission of the Dale Bumpers College of Agricultural, Food and Life Sciences is to improve the quality of life for Arkansans by preparing students for successful careers, conducting impactful research, and sharing knowledge to promote viable food and agricultural systems, sustainable environments, healthy families and vibrant communities.

### Proposed Mission Statement to include DEI

The mission of the Dale Bumpers College of Agricultural, Food and Life Sciences is to improve the quality of life for Arkansans by preparing students for successful careers, conducting impactful research, promoting an inclusive and diverse culture, and sharing knowledge to promote viable food and agricultural systems, sustainable environments, healthy families and vibrant communities.

## HORT MISSION STATEMENT (Updated Fall 2019 to include DEI)

The mission of the Department of Horticulture at The University of Arkansas is to conduct applied and basic research and support and enhance the Arkansas horticulture industries and to conduct high quality teaching and student research programs leading to B.S., M.S.

and Ph.D. degrees in a diverse, equitable, and inclusive environment. Our department head and dedicated faculty and staff have set specific goals for executing our mission.

## CURRENT DEMOGRAPHIC DATA

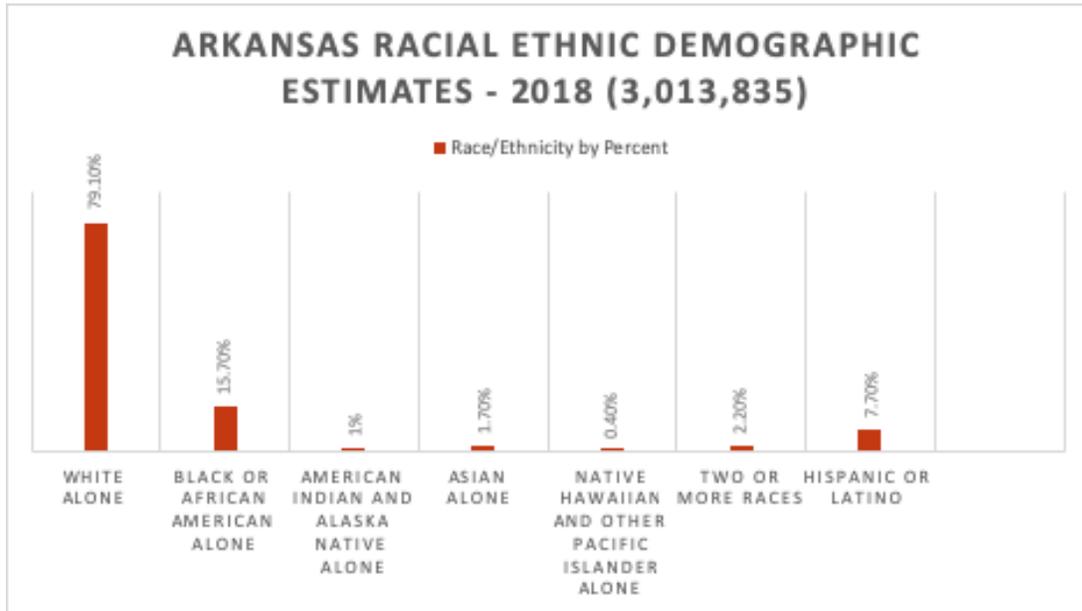


Figure 1. Data illustrating Racial Ethnic Demographic Estimates for Arkansas in 2018. Note: The estimated total population for Arkansas in 2018 was 3,013,835.

Table 1. HORT Undergraduate Student Population (2016-2019)

	Sp16	Fa16	Sp17	Fa17	Sp18	Fa18	Sp19	Fa19
Male	55.4%	58.1%	52.3%	55.1%	48.4%	54.7%	54.8%	51.5%
Female	44.6%	41.9%	47.7%	44.9%	51.6%	45.3%	45.2%	48.5%
Asian	1.8%	1.6%	1.5%	4.3%	3.2%	1.6%	1.6%	1.5%
African American	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.6%	3.0%
Hispanic/Latino	5.4%	6.5%	6.2%	5.8%	4.8%	1.6%	4.8%	6.1%
American Indian or Alaska Native	1.8%	4.8%	4.6%	1.4%	1.6%	3.1%	3.2%	3.0%
Caucasian	91.1%	87.1%	87.7%	87.0%	88.7%	90.6%	87.1%	83.3%
Non-Resident Alien	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	0.0%	0.0%	0.0%	1.4%	1.6%	1.6%	1.6%	3.0%
Hawaiian or Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or More Races	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Table 2. HORT Current Faculty Population (2016-2019)**

	Gender	Race/Ethnicity	2016	2017	2018	2019
<b>TOTAL</b>			12	12	12	14
	Male		7	7	7	9
		Asian or Pacific Islander	1	1	1	1
		Caucasian	6	6	6	8
	Female		5	5	5	5
		Hispanic or Latino	1	1	1	2
		Caucasian	4	4	4	3

**Table 3. HORT Graduate Student Population (2016-2019)**

<b>Spring 2019 GRAD</b>			
Race/Ethnicity	Male	Female	Total Student
Asian	1	0	1
African American	1	0	1
Hispanic/Latino	1	0	1
American Indian or Alaska Native	0	0	0
Caucasian	4	7	11
Foreign	1	1	2
Unknown	0	0	0
Hawaiian or Pacific Islander	0	0	0
Two or More Races	0	0	0
Total Male/Female	8	8	16

## ONGOING DEI EFFORTS

- 1) **Title IX Training.** All faculty have completed the sexual harassment/Title IX training (2016)
- 2) **HORT DEI Committee.** We formed the first HORT DEI Committee (October 2019): Douglas Karcher, Chair, Elena Garcia, Cindy Kuhns, Michelle Wisdom, Carmen Johns, and Juan Moscoso.

This committee will be revised annually and appointments will be made the HORT head. The committee is comprised both tenure track and non-tenure track faculty, staff, and graduate and undergraduate students. In addition, the committee has representation from both on and off campus HORT personnel.

- 3) **DEI Communication with HORT Department.** This was initiated in December 2019 at a HORT faculty retreat, which included the unit DEI plan as an agenda item. This was the first opportunity to discuss the charge of the HORT DEI Committee with all HORT faculty and encourage everyone in HORT to support DEI. Subsequently, the HORT DEI Committee provides periodic updates to all HORT faculty and monthly faculty meetings.
- 4) **Cultural Competency.** We will assess intercultural competency among all faculty, staff, Honors (HLTS), and graduate students in HORT on the Intercultural Development Inventory (IDI) from 2017-2018; follow-ups are planned for January 2020. All HORT Fayetteville campus faculty received invitation to initiate this process in February 2021.
- 5) **Safe Zone Allies.** HORT personnel will be encouraged to complete Safe Zone Allies training offered through the Center for Multicultural and Diversity Education. Five individuals from HORT completed this training in January 2021 and we are awaiting the arrival of stickers and pins so that HORT personnel and students have visual affirmation that there are several allies in the HORT unit.
- 6) **HORT Seminar.** The DEI Committee is working with the HORT Seminar instructor to encourage the inclusion of diverse speakers on the weekly Horticulture Seminar so that successful Horticulture professionals from under-represented populations are spotlighted. Two such seminar presenters were included on the Spring 2021 HORT Seminar calendar.
- 7) **HORT DEI Culture Survey.** The HORT DEI Committee developed a survey for the purposes of identifying, and subsequently addressing, any problematic issues in our unit related to diversity, equity, and inclusion. The survey was launched in

January 2021 and sent to all unit personnel and students. This survey will be launched on either an annual or biannual basis.

## FUTURE GOALS IN DEI & PLAN ASSESSMENT

As stated in the campus diversity plan, we feel that our faculty, staff and student body ideally should parallel the diversity of our state. However, we recognize that this may be difficult to achieve in each group due to the limited availability of minorities in some horticulture disciplines and the limited diversity that exists in Northwest Arkansas. Therefore, many of our specific goals for student, faculty and staff diversity are a compromise between what we ideally want to achieve and what constitutes a realistic, but ambitious goal.

We will work with the Bumpers College DEI coordinator to obtain survey data that is unit specific in an attempt to address any underlying equity and inclusion concerns from our students, faculty, and staff. College and departmental survey results will be used to update this plan on an annual basis.

In addition, the unit head will assess faculty and graduate student DEI attitudes and concerns through the annual evaluation process. Undergraduate attitudes and concerns towards DEI will be assessed during the exit interviews between the unit head and graduating seniors. Supervisors will be encouraged to obtain DEI feedback from unit staff during their annual evaluations.

## APPENDIX – ADDITIONAL ACTION ITEMS UNDER CONSIDERATION

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION ITEM</b>	<b>STARTING</b>
<b>Short Term Goals:</b> <i>Create and expand DEI professional development opportunities for faculty, staff, and students.</i>		
	HORT will promote a Diversity Calendar Poster Board to be displayed in the HORT hallway (3 <sup>rd</sup> floor of PTSC) (monthly)	Spring 2022
<b>Midterm Goals:</b> <i>Promote a welcoming environment for diverse undergraduate and graduate students through recruitment, retention, and support programs.</i>		
	HORT will appoint rotating members off the Unit and Bumpers DEI Committees every 2 years.	Fall 2021
	All incoming new graduate students will be required to attend the graduate student orientation training program offered by the graduate school, as well as participate in cultural competence training.	Fall 2021
	Find a permanent Recruitment Officer that can help recruit students from all over the state of Arkansas, and specifically underrepresented students	Spring 2022
	Analyze communications/messages about our HORT programs, services and resources to determine how effectively we are publicizing/sharing information	Spring 2022
<b>Long term Goals:</b> <i>Create an inclusive climate and culture for all faculty, staff, and students, and make an impact in NWA communities through developing culturally competent workforce, implementing outreach programs, and ultimately creating an inclusive climate.</i>		
	The diversity of our student body should be no less than 20% of our total student body in the college. The goal is to increase annually among racial/ethnic demographics (i.e., African American and Hispanic students) by a ½ percentage point for underrepresented groups for 1-2 years and to increase in later years.	Fall 2021
	The diversity of faculty in HORT should be no less than 15% minority. As part of the hiring process, all applicants will be required to write DEI Impact Statements.	Fall 2025
	HORT will strengthen promotion and tenure processes by requiring applicants to write DEI Impact Statements as part of their professional packet.	Fall 2022

	HORT will strengthen and expand teaching strategies that promote DEI and cultural competency, through faculty retreats and trainings.	Fall 2021
	HORT will increase student engagement with campus resources and events on DEI through student organizations, teaching and working with students.	Fall 2021